PRIORITY PLACEMENT PROGRAM

WORKFORCE BRIEFING

PROGRAM OVERVIEW

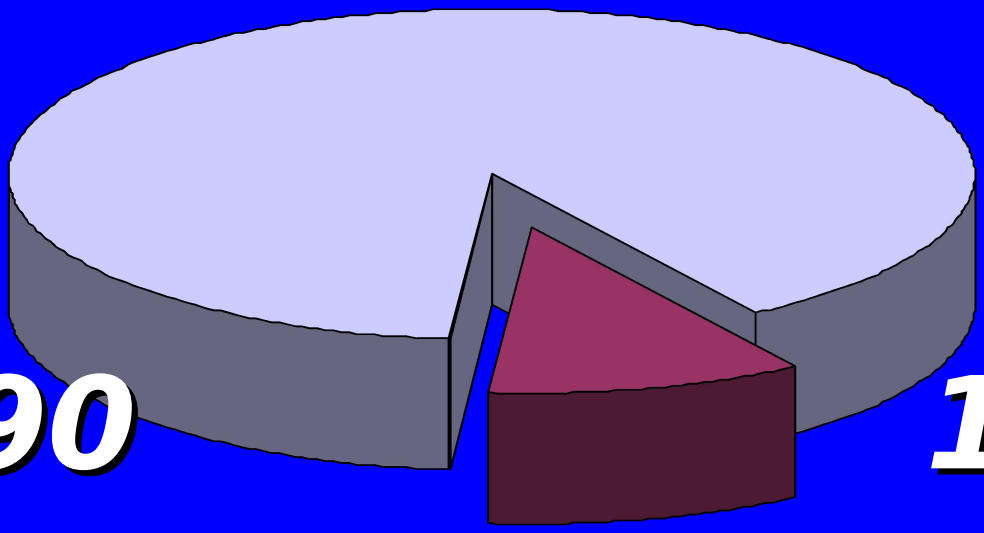
1 Aug 05 - 31 Jul 06

Job offers - 1,321

Avg. per month - 110

PROGRAM OVERVIEW

1 Aug 05 - 31 July 06



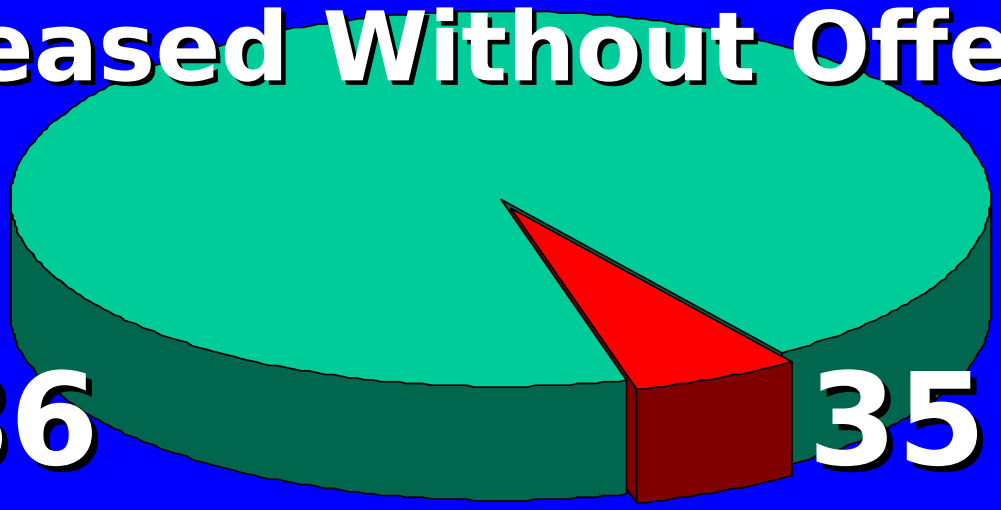
1190 ***131***

- ***Offers accepted - 90%***
- ***Offers declined - 10%***

PROGRAM OVERVIEW

1 Aug 05 - 31 Jul 06

Released Without Offers – 621



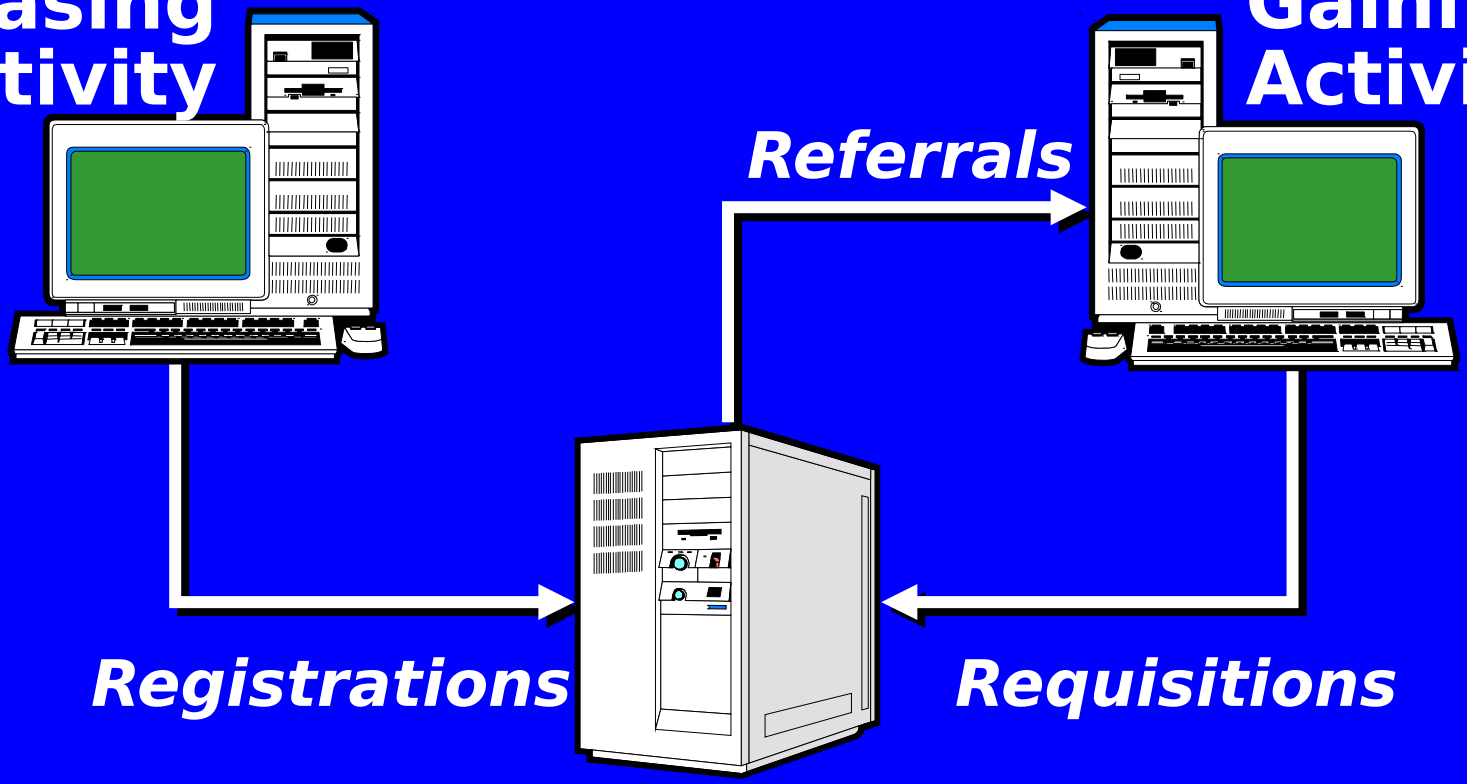
Registered for commuting area only

Registered outside commuting area-

PROGRAM OVERVIEW

The PPP is the most effective outplacement program in the eral government

PROGRAM OVERVIEW



REGISTRATION ELIGIBILITY

- **RIF**
  - + ***Separation***
  - + ***Change to lower grade***
- **Declination of offer outside commuting area**
  - + ***RIF***
  - + ***Transfer of function***
  - + ***Management-directed***

REGISTRATION INELIGIBILITY

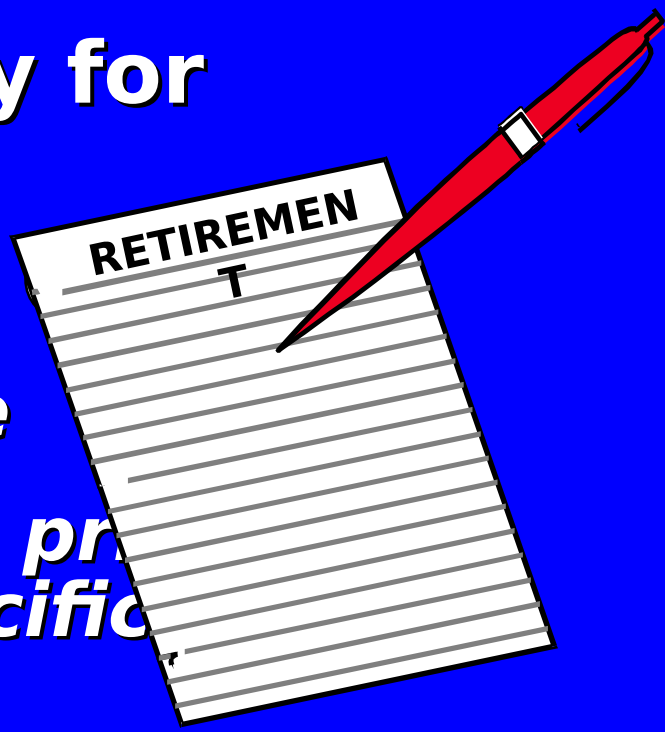
The following may not register:

- NAF employees
- SES employees
- Reemployed annuitants
- Voluntary Separation Incentive Pay (VSIP) recipients

REGISTRATION INELIGIBILITY

The following may not register:

- **Employees who apply for retirement**
  - ***Optional: at any time***
  - ***Disability: at any time***
  - ***Discontinued Service: pr to receipt of specific notice***



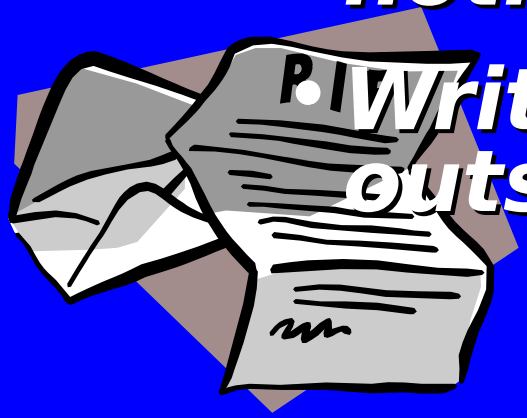
REGISTRATION INELIGIBILITY

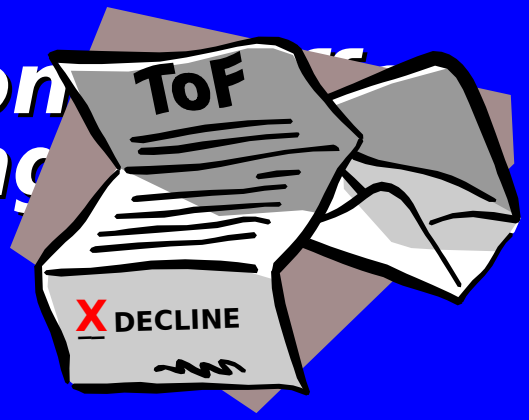
The following may not register:

- Employees who become *temporarily* physically incapacitated
- Employees whose conduct or performance is *in question*

REGISTRATION PERIOD

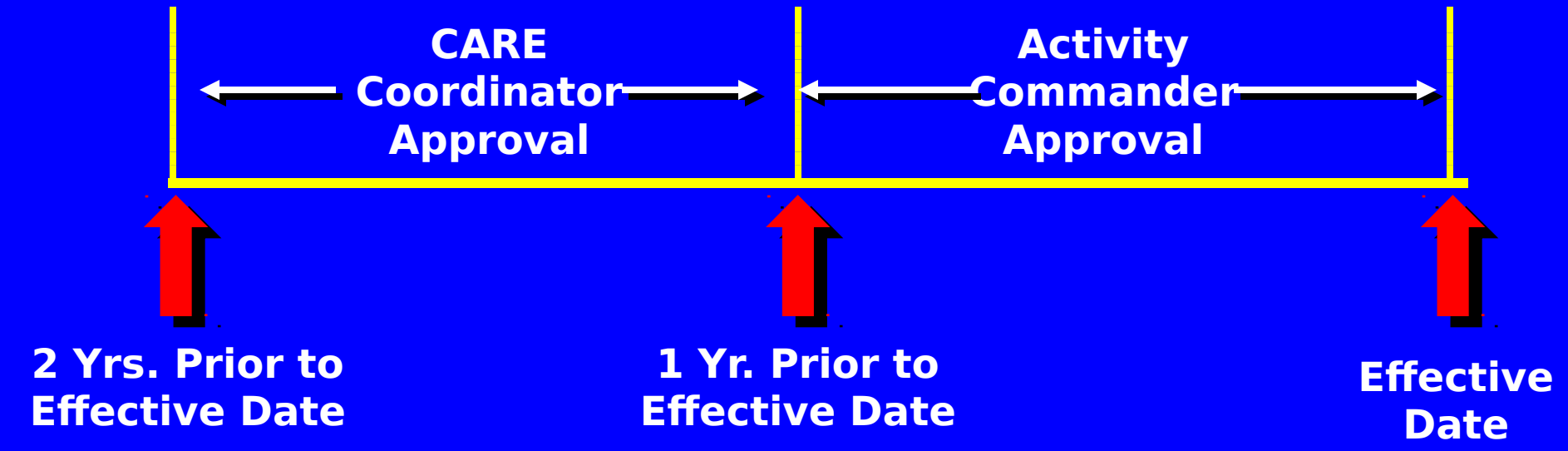
- **Eligible employees must be permitted to register upon:**
  - ***Receipt of specific RIF notice***
  - ***Written declination [illegible] outside commuting***





REGISTRATION PERIOD

- **<u>EARLY REGISTRATION</u> – Registration prior to notice period**



REGISTRATION PERIOD

- **Early registration not allowed unless:**
  - ***All registrants will be adversely affected***
  - ***Priorities have been determined***
  - ***Offered to all employees who are similarly affected***
  - ***Timing is consistent with Component plans***

REGISTRATION PERIOD

- **Displaced registrants remain in Program A until:**
  - ***Placement***
  - ***Declination of valid offer***
  - ***Deletion for other reasons***
  - ***Expiration of eligibility***
    - ***1 yr. after separation***
    - ***Effective date of change to lower grade***

MANDATORY REGISTRATION

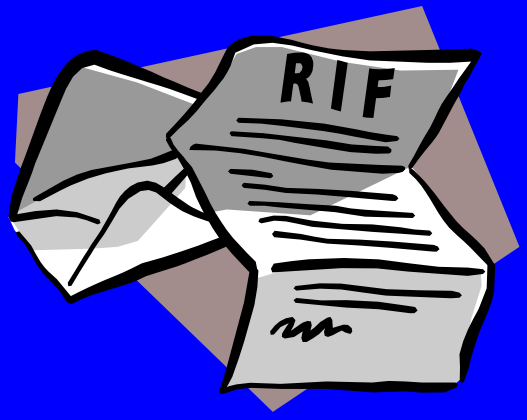
- **Purpose – Reduce separation costs**
- **Coverage – Employees who will be separated severance pay**
- **Strategy – Increase likelihood of "*reasonable offer*" (5 CFR 550) during notice period**

MANDATORY REGISTRATION
WHO?

- **Applies if employee is eligible for severance pay and:**
  - ***Does not voluntarily register; or***
  - ***Registers only within commuting area***
    - ***If registrant expands area prior to separation, mandatory requirements are waived***

MANDATORY REGISTRATION
WHEN?

- **Applies upon receipt of RIF separation notice**



MANDATORY REGISTRATION
WHAT?

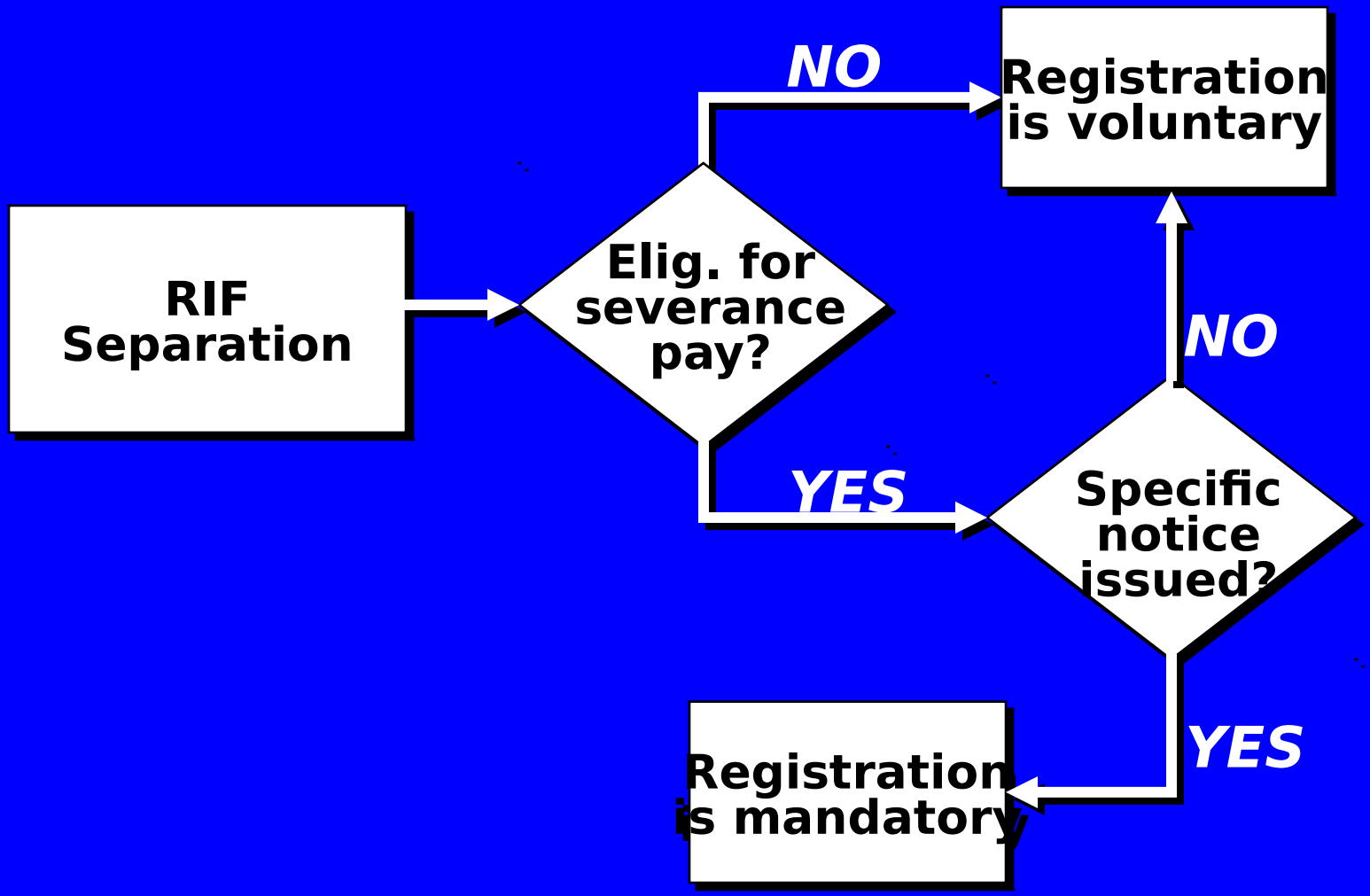
- **Employee must be registered for:**
  - ***Current skill and others for which well qualified***
  - ***All DoD activities in commuting area***
  - ***Current grade down to & including 2 grades below***

MANDATORY REGISTRATION

- **Still applies after declination of valid offer if offer was:**
  - ***Outside of commuting area; <u>or</u>***
  - ***More than 2 grades below current grade***

(i.e., offer did not affect severance pay entitlement)

MANDATORY REGISTRATION



REFERRAL PRIORITIES

1

- RIF Separation (no offer)

REFERRAL PRIORITIES

- **RIF / Reclassification demotion – 2 or more GS grades**
- **Declination of offer outside commuting area**
  - ***RIF***
  - ***ToF***
  - ***Management-directed***

REFERRAL PRIORITIES

- RIF / Reclassification demotion – less than 2 GS grades
- All family members (including military & civilian spouses)

REFERRAL PRIORITIES

Priority 1 & 2 referrals restrict:

- *Promotions*
- *Reassignments*
- *Appointments*
- *Transfers*
- *Demotions to positions with greater promotio potential*

REFERRAL PRIORITIES

Priority 3 referrals:

– *Permit selection within Component*

– *Restrict appointments & transfers*

REFERRAL PRIORITIES

Total Registrations - 1,576

(as of 2 August 2006)

Priority 1 - 49%

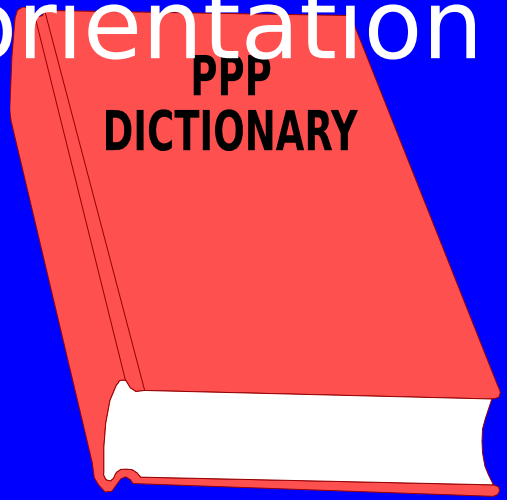
Priority 2/3 - 5

REGISTRATION SKILLS

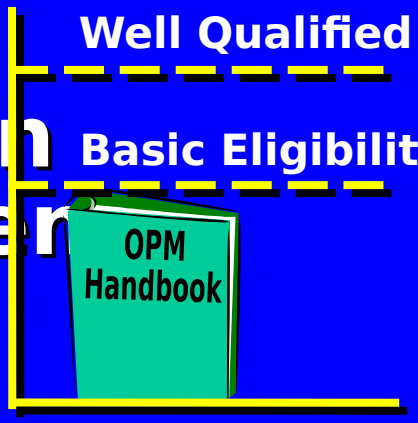
- **Must register for current skill**
  - ***Exceptions require CARE approval***
- **May register for other skills if well qualified**
  - ***As determined by registering HRO***

REGISTRATION SKILLS

well qual•i•fied (wĕl kwŏl´-fīd´) *adj.* Able to meet all job requirements with orientation only.



REGISTRATION SKILLS



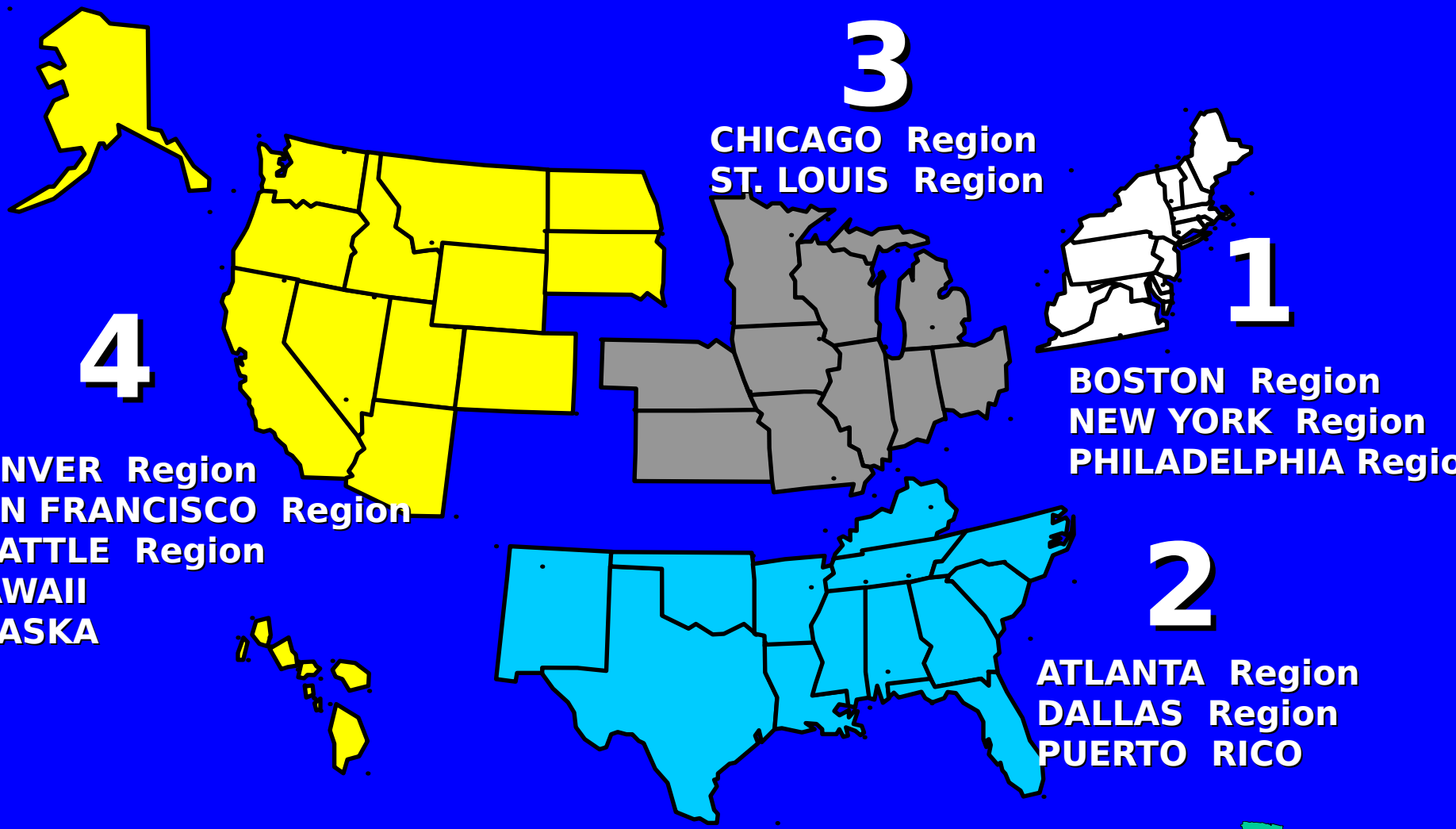
- Minimum qualification standards not sufficient for PPP
- Registrant must have actually performed the work
- Experience must be documented

REGISTRATION GRADES

Current permanent / retained grade

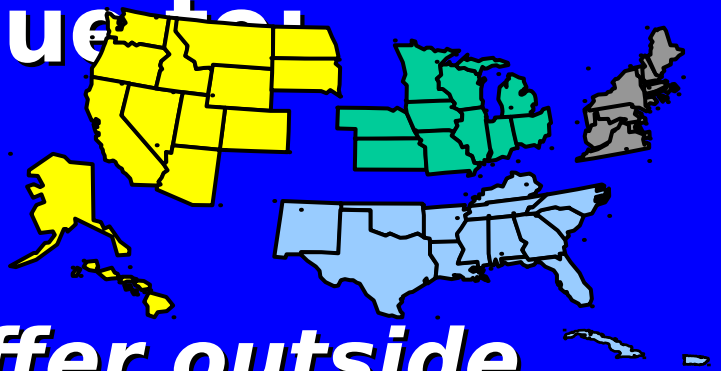
3 GS grades below current permanent / retained grade

AREA OF REFERRAL



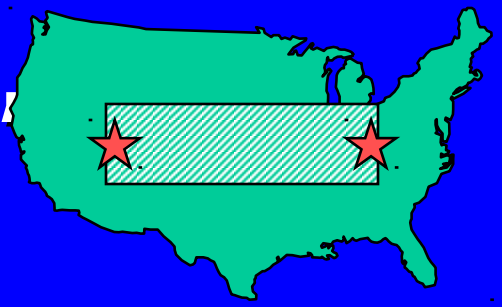
AREA OF REFERRAL

- **Referral outside commuting area is limited to employees scheduled for separation due to:**
  - ***RIF (no offer)***
  - ***Declination of offer outside commuting area***



AREA OF REFERRAL

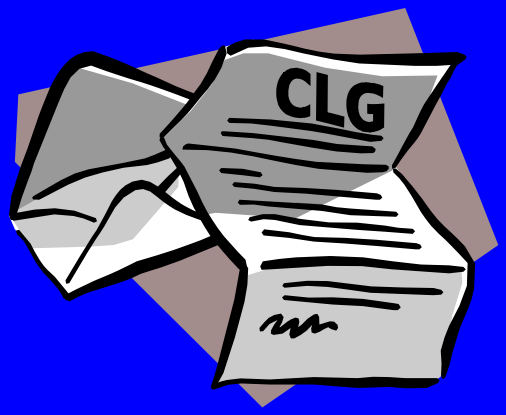
- No “skipping over”



- Area can be expanded incrementally
- Cannot expand outside commuting area after separation

AREA OF REFERRAL

If employee received *change-to-lower-grade* offer within commuting area, registration outside commuting area is not allowed

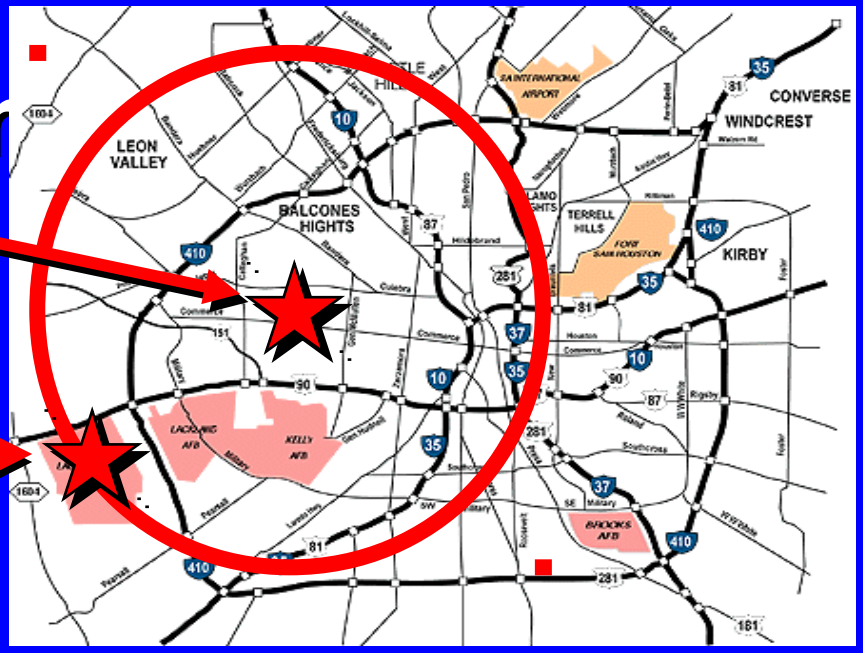


AREA OF REFERRAL

COMMUTING AREA - Reasonable daily commuting distance from permanent

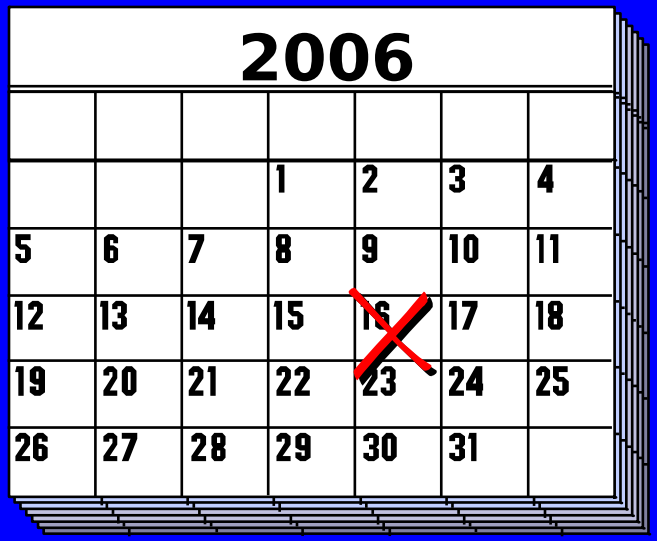
RESIDENCE

CURRENT DUTY STATION



JOB OFFERS

- One ***valid*** offer only
- **REPLY TIME** - 2 calendar days
- **REPORTING DATES**
  - *Same area: 14 days*
  - *PCS move: 30 days*



JOB OFFERS

VALID OFFER

- **Full-time, permanent DoD position**
  - ***Unless current work schedule is less than full-time***
- **Series, grade & duty location for which registered**
  - ***Includes equivalent NSPS positions***
- **Essentially same conditions of employment**

JOB OFFERS

VALID OFFER

- **The following do not invalidate an offer:**
  - ***Drug testing requirement***
  - ***Change in shifts***
  - ***Decrease in wage or locality rates***

JOB OFFERS

INVALID OFFER

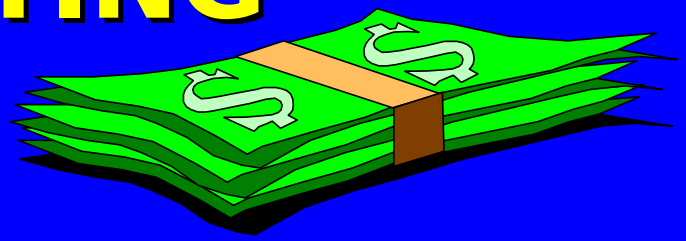
- **Non-DoD position**
- **Significant change in conditions of employment**
- **Obligated position**
- **Excepted service position**
  - ***Unless registrant is currently in excepted service***

JOB OFFERS

INVALID OFFER

- **Time-limited position**
- **Supervisory position**
  - ***Unless registered for supervisory positions***
- **Position under contract study**

PAY SETTING



If placed at a lower grade

Before separation

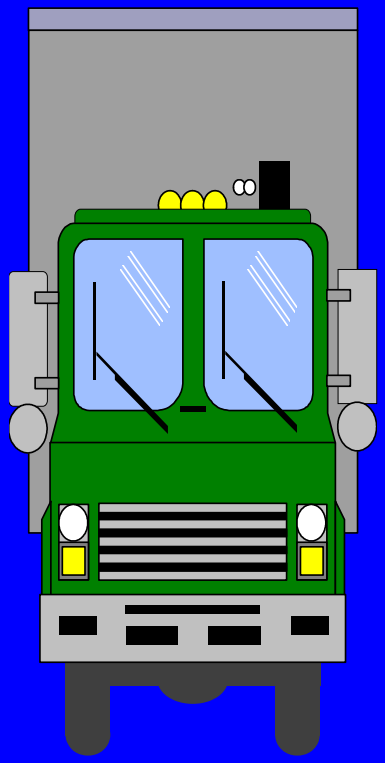
GRADE / PAY RETENTION

After separatio

LAST EARNED RATE

If not eligible under 5 CFR 536

MOVING COSTS



* Within DoD

** *In accordance with JTR*

** *Losing activity pays*

* Outside DoD

TEMPORARY POSITIONS

- **Offers in *commuting area only***
- **Continued registration in PPP**

TEMPORARY POSITIONS

- Accepting temporary/term position ***without a break in service*** can affect future GRADE & PAY RETENTION
- ***Consult with CPO/HRO before accepting***

EMPLOYEE RESPONSIBILITIES

- **Performance / conduct**
- **Communications with other DoD activities**
  - ***All*** ***communications must be between the 2 personnel offices***
- **Maintain PPP registration**
- **Completion of resume/SF 171/OF 612**

REEMPLOYMENT PRIORITY LIST

- **Placement program for employees subject to RIF separation**
- **Required under 5 CFR 330**
- **Eligibility**
  - ***Career employees: 2 years***
  - ***Career-cond. employees: 1 year***
- **Requires separate application**
  - ***Cannot exercise RPL rights through PPP***

QUESTIONS?